



**November 1989 and November 1990  
Average Weekly Earnings  
of Employees  
Australia**

**Catalogue No. 6304.0**



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**AVERAGE WEEKLY EARNINGS OF EMPLOYEES  
AUSTRALIA  
NOVEMBER 1989 and NOVEMBER 1990**

**IAN CASTLES**  
Australian Statistician

**AUSTRALIAN BUREAU OF STATISTICS**

**CATALOGUE NO. 6304.0**

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### INQUIRIES

- *for further information about statistics in this publication and the availability of related unpublished statistics, contact Mr Mick Atkinson on Canberra (06) 252 6571 or any ABS State office.*
- *for information about other ABS statistics and services please refer to the back page of this publication.*

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## SUMMARY OF FINDINGS

### Average Weekly Earnings, States and Australia

This publication provides detailed estimates of Average Weekly Earnings for both November 1989 and November 1990.

Information on Average Weekly Earnings was previously published in *Average Weekly Earnings, States and Australia* (6302.0) for both November 1989 and November 1990.

Average Weekly Earnings - Annual Percentage Change - November 1989 to November 1990									
	Full-Time Adults						All Employees		
	Ordinary time earnings			Total earnings			Total earnings		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Australia	7.7	7.6	7.5	6.7	7.2	6.6	7.1	8.2	7.3
New South Wales	6.3	7.5	6.8	6.2	7.1	6.6	6.8	8.9	8.0
Victoria	7.4	7.4	7.1	4.9	6.9	5.2	4.2	6.9	4.6
Queensland	10.9	8.8	9.9	11.0	8.8	9.9	12.5	9.1	10.2
South Australia	9.2	7.0	8.3	7.4	6.4	6.7	7.6	9.3	7.9
Western Australia	8.5	7.7	7.9	7.4	7.4	6.9	8.1	8.1	7.7
Tasmania	5.8	7.9	6.6	5.0	7.2	5.8	7.1	12.7	9.9
Northern Territory	10.0	10.0	9.8	7.2	9.0	7.5	5.0	12.4	7.8
Australian Capital Territory	8.0	9.3	8.6	7.4	9.1	8.2	8.9	9.8	9.7
Private sector	7.2	6.3	6.9	5.9	5.7	5.7	6.1	6.6	6.3
Public sector	8.7	8.7	8.5	8.3	8.6	8.3	8.9	9.0	8.6

Increases in average weekly earnings in the 12 months to November 1990 were influenced by the flow-through of the second increase handed down in the National Wage Case decision of August 1989.

This decision allowed for an increase of \$15.00 (or 3%, which ever is greater) for skilled workers, \$12.50 for semi-skilled workers and \$10.00 for unskilled workers.

Where a flat dollar increase was awarded, the increase for

lower paid employees was proportionally more than for higher paid employees.

The percentage increase in average weekly total earnings at the Australia total level was greater in the public sector than the private sector.

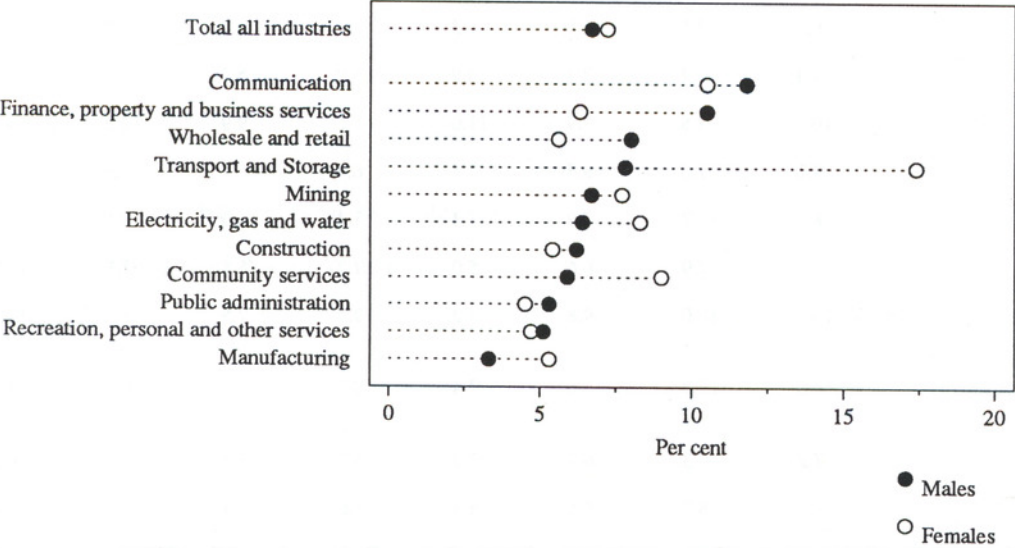
The level of average weekly earnings was higher in the public sector than the private sector for all categories in both November 1989 and November 1990.



Diagram 1 shows that in the year to November 1990:

- average weekly total earnings of female full-time adult employees grew at a slightly greater rate than that of male full-time adult employees for 'all industries' total.
- within the Manufacturing industry, the 'Textiles; Clothing and footwear' component showed a decline. This decline was due to reduced ordinary time and overtime earnings. However, the decline for Paper, paper products, printing and publishing was due to reduced overtime earnings only.

DIAGRAM 1: PERCENTAGE CHANGE IN AVERAGE WEEKLY TOTAL EARNINGS OF FULL-TIME ADULT EMPLOYEES, AUSTRALIA, NOVEMBER 1989 TO NOVEMBER 1990



MANUFACTURING INDUSTRY

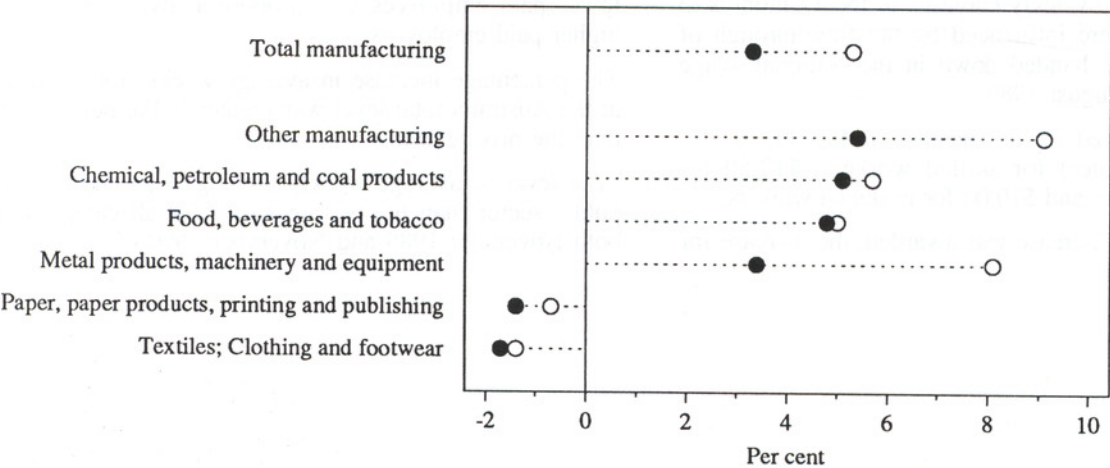
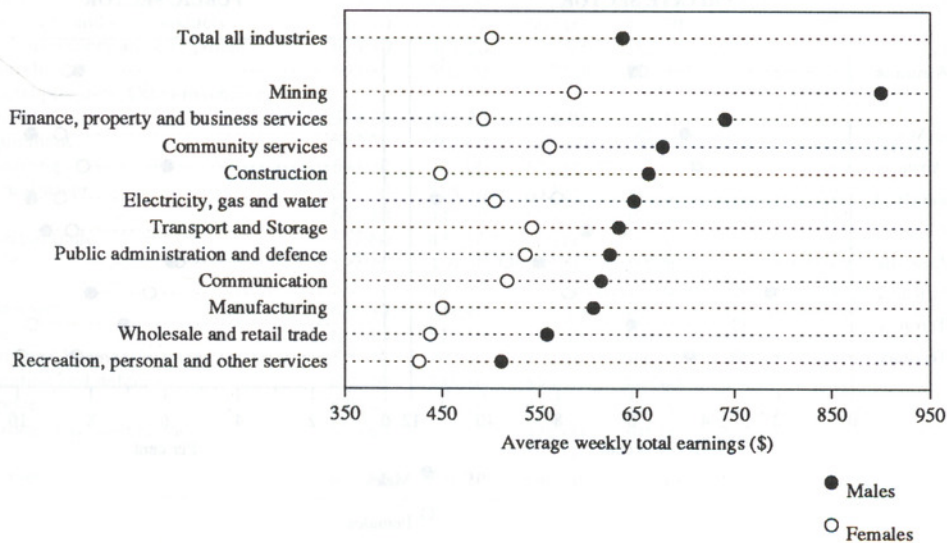


Diagram 2 shows that:

- the level of average weekly total earnings for male employees was greater than that of female employees for all industries.
- the Mining industry has the highest level of average weekly total earnings for both males and females.

DIAGRAM 2: AVERAGE WEEKLY TOTAL EARNINGS OF FULL-TIME ADULT EMPLOYEES, AUSTRALIA, NOVEMBER 1990



#### MANUFACTURING INDUSTRY

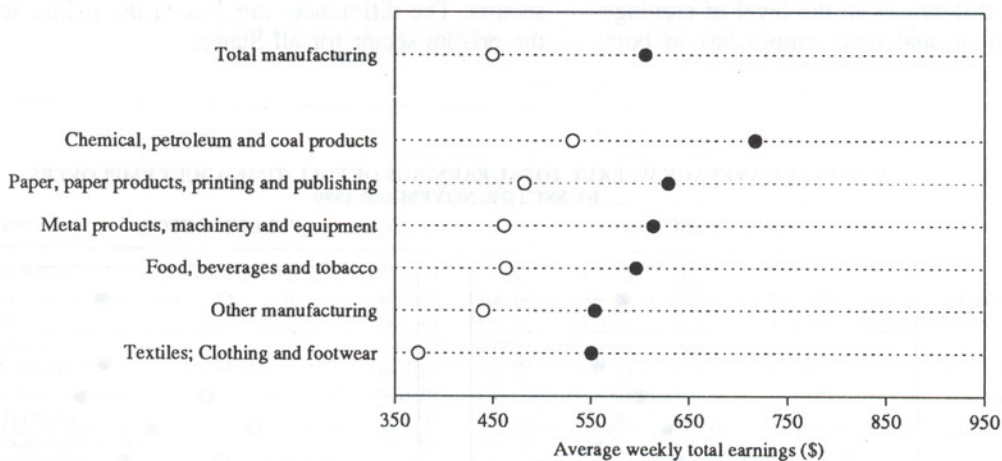


Diagram 3 presents a comparison of the percentage change in average weekly total earnings of full-time adult male and female employees in the private and public sectors by State for the year to November 1990:

- the annual percentage change for all persons in all sectors is 6.6 per cent, for the private sector 5.7 per cent and 8.3 per cent for the public sector.
- average weekly total earnings have grown at a higher rate for full-time adult female employees than for full-time adult males in the private sector in New South Wales, Victoria, Western Australia and Tasmania and at a higher rate in the public sector in Victoria, the Northern Territory and the Australian Capital Territory.

DIAGRAM 3: PERCENTAGE CHANGE IN AVERAGE WEEKLY TOTAL EARNINGS OF FULL-TIME ADULT EMPLOYEES, BY SECTOR, NOVEMBER 1989 TO NOVEMBER 1990

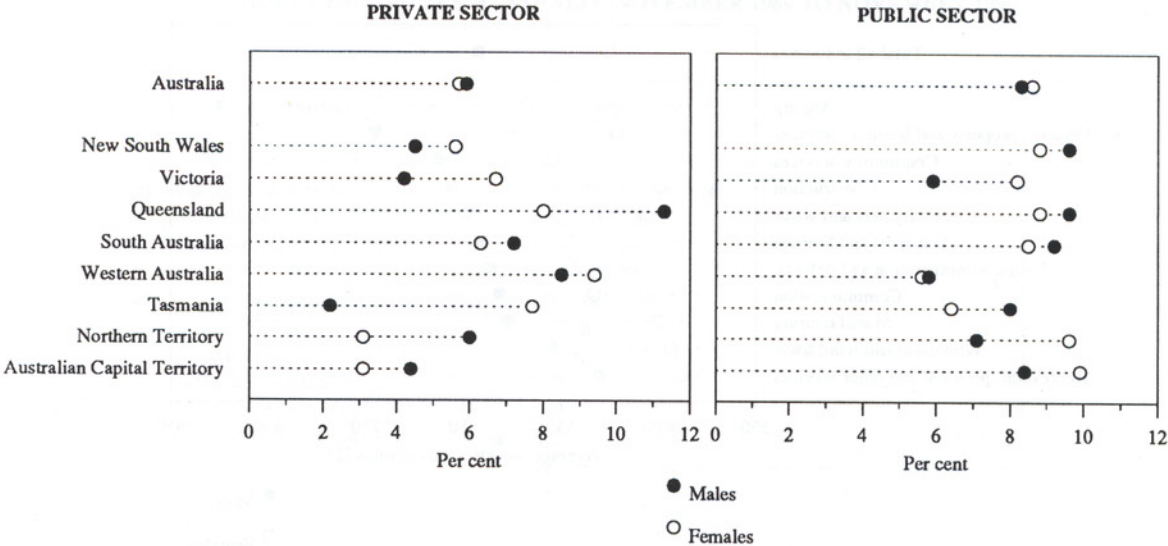
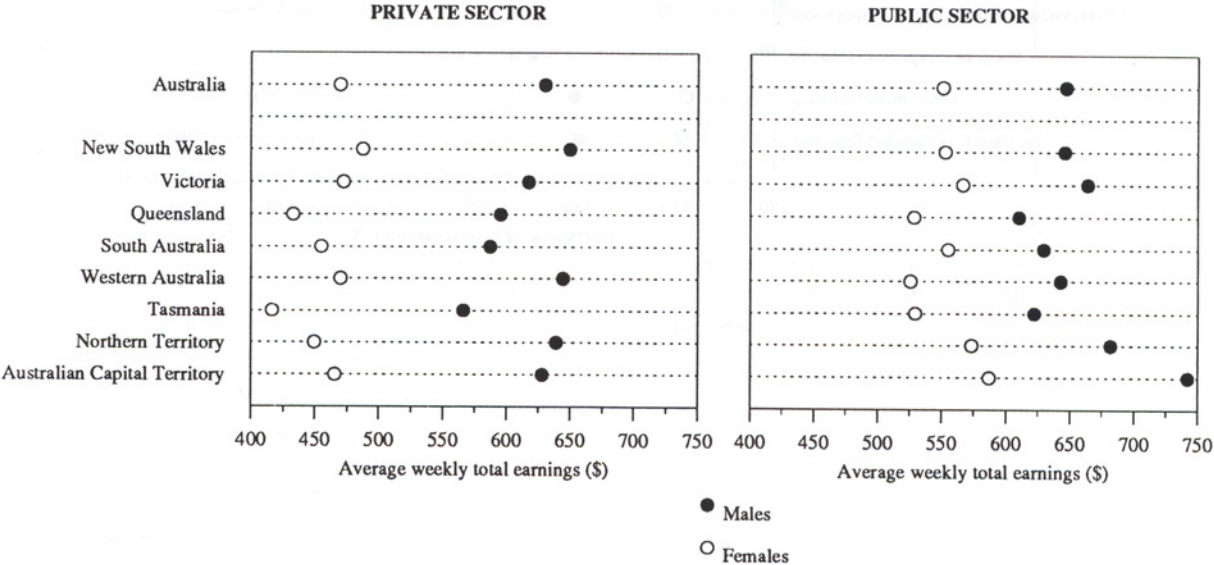


Diagram 4 shows the differences in the level of earnings for full-time adult female and male employees in both sectors. The differences are less in the public sector than the private sector for all States.

DIAGRAM 4: AVERAGE WEEKLY TOTAL EARNINGS OF FULL-TIME ADULT EMPLOYEES, BY SECTOR, NOVEMBER 1990





# ALL EMPLOYEES (PRIVATE AND PUBLIC SECTORS) - 1990

TABLE 1. ALL EMPLOYEES: AVERAGE WEEKLY TOTAL EARNINGS,  
INDUSTRIES, AUSTRALIA, NOVEMBER 1990  
(dollars)

Industry	Full-time employees								
	Adults			Juniors			All employees		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Mining	900.10	585.30	874.40	521.50	365.30	498.00	884.60	499.30	845.10
Manufacturing	605.60	450.40	570.00	276.80	270.60	275.50	572.30	395.90	525.70
Food, beverages and tobacco	596.40	463.30	561.20	286.20	291.10	287.80	565.00	373.40	500.60
Textiles; Clothing and footwear	550.80	373.70	447.30	250.40	266.30	259.40	525.20	351.20	419.90
Paper, paper products, printing and publishing	629.10	482.00	592.50	273.40	256.10	266.60	593.50	405.60	536.50
Chemical, petroleum, and coal products	717.70	531.70	667.00	345.20	280.80	330.50	703.40	485.70	637.30
Metal products, machinery and equipment	613.40	461.20	589.50	287.50	285.70	287.20	585.20	417.60	555.50
Basic metal products	692.80	503.70	677.80	344.70	318.10	342.00	675.50	468.70	657.20
Fabricated metal products; Other machinery and equipment	594.20	451.20	569.30	274.30	275.70	274.60	558.00	399.30	526.30
Transport equipment	587.30	467.00	565.80	294.90	311.70	297.30	570.70	441.80	546.00
Other manufacturing	554.30	440.00	532.60	259.60	237.10	257.30	507.10	386.10	481.10
Electricity, gas and water	647.00	504.30	632.50	330.20	293.50	321.70	632.10	455.50	610.90
Construction	662.20	447.90	636.30	357.50	273.40	350.90	632.70	350.30	585.90
Wholesale and retail trade	557.60	437.50	520.60	257.30	262.80	259.60	475.60	292.10	394.60
Wholesale trade	597.10	469.50	564.50	277.20	301.70	287.10	569.10	402.30	517.90
Retail trade	518.20	417.40	482.50	252.40	254.00	253.10	406.90	257.70	330.60
Transport and storage	631.30	541.90	615.30	359.10	317.50	339.20	607.90	470.50	579.30
Communication	613.10	517.10	590.40	399.50	358.60	382.60	601.70	469.60	565.80
Finance, property and business services	740.90	492.90	626.10	300.50	302.30	301.70	655.20	392.40	514.30
Public administration and defence	622.40	535.80	593.10	310.60	306.90	308.50	604.00	451.30	543.10
Community services	676.40	560.10	611.10	308.90	298.10	301.60	608.60	431.40	491.80
Recreation, personal and other services	510.60	426.10	478.00	301.00	247.70	255.00	384.60	246.60	303.90
Total all industries	635.80	501.20	590.60	290.50	280.30	286.00	578.20	377.90	490.60

TABLE 2. ALL EMPLOYEES: AVERAGE WEEKLY TOTAL EARNINGS,  
STATES AND TERRITORIES, NOVEMBER 1990  
(dollars)

State or Territory	Full-time employees								
	Adults			Juniors			All employees		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
New South Wales	658.50	510.10	608.90	296.50	290.80	294.30	596.50	391.20	509.20
Victoria	632.30	506.00	588.40	279.00	289.30	283.20	572.40	383.50	488.20
Queensland	602.90	472.00	560.80	281.00	265.10	272.40	551.40	347.30	462.20
South Australia	599.30	494.20	567.00	282.30	287.90	284.70	548.80	363.10	467.90
Western Australia	643.30	491.20	590.20	334.10	267.80	299.70	592.00	360.70	484.30
Tasmania	590.70	471.60	556.90	275.60	268.80	272.70	545.90	354.00	468.90
Northern Territory	658.50	528.40	610.30	289.10	276.60	283.20	599.20	443.90	533.50
Australian Capital Territory	705.30	559.30	648.30	305.10	285.70	294.40	633.40	444.20	544.90
Australia	635.80	501.20	590.60	290.50	280.30	286.00	578.20	377.90	490.60

TABLE 3. FULL-TIME ADULT EMPLOYEES: AVERAGE WEEKLY ORDINARY TIME, OVERTIME AND TOTAL EARNINGS,  
INDUSTRIES, AUSTRALIA, NOVEMBER 1990  
(dollars)

Industry	Males			Females			Persons		
	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings
Mining	752.40	147.70	900.10	536.70	48.60	585.30	734.80	139.60	874.40
Manufacturing	536.90	68.70	605.60	424.70	25.60	450.40	511.20	58.80	570.00
Food, beverages and tobacco	517.70	78.70	596.40	419.40	43.90	463.30	491.70	69.50	561.20
Textiles; Clothing and footwear	483.90	*66.90	550.80	360.10	13.60	373.70	411.50	*35.80	447.30
Paper, paper products, printing and publishing	581.80	47.30	629.10	462.40	19.50	482.00	552.00	40.40	592.50
Chemical, petroleum, and coal products	644.00	73.70	717.70	506.50	25.20	531.70	606.50	60.40	667.00
Metal products, machinery and equipment	540.50	72.80	613.40	435.20	26.00	461.20	524.00	65.50	589.50
Basic metal products	592.30	100.50	692.80	479.20	24.50	503.70	583.40	94.40	677.80
Fabricated metal products; Other machinery and equipment	521.10	73.10	594.20	427.00	24.30	451.20	504.70	64.60	569.30
Transport equipment	537.40	50.00	587.30	437.00	30.00	467.00	519.40	46.40	565.80
Other manufacturing	494.50	59.80	554.30	418.80	21.20	440.00	480.10	52.40	532.60
Electricity, gas and water	598.80	48.20	647.00	483.50	20.80	504.30	587.00	45.50	632.50
Construction	572.10	90.10	662.20	442.80	5.10	447.90	556.50	79.80	636.30
Wholesale and retail trade	529.00	28.60	557.60	427.00	10.50	437.50	497.60	23.00	520.60
Wholesale trade	562.00	35.00	597.10	458.50	11.00	469.50	535.60	28.90	564.50
Retail trade	496.00	22.20	518.20	407.30	10.10	417.40	464.60	17.90	482.50
Transport and storage	558.70	72.60	631.30	504.90	37.00	541.90	549.00	66.20	615.30
Communication	576.10	37.00	613.10	481.90	35.20	517.10	553.80	36.60	590.40
Finance, property and business services	724.20	16.60	740.90	482.70	10.30	492.90	612.40	13.70	626.10
Public administration and defence	599.40	23.00	622.40	527.30	8.50	535.80	575.00	18.10	593.10
Community services	656.20	20.20	676.40	553.20	7.00	560.10	598.40	12.80	611.10
Recreation, personal and other services	494.90	15.70	510.60	418.50	7.70	426.10	465.40	12.60	478.00
<b>Total all industries</b>	<b>589.20</b>	<b>46.60</b>	<b>635.80</b>	<b>488.90</b>	<b>12.30</b>	<b>501.20</b>	<b>555.60</b>	<b>35.00</b>	<b>590.60</b>

TABLE 4. FULL-TIME ADULT EMPLOYEES: AVERAGE WEEKLY ORDINARY TIME, OVERTIME AND TOTAL EARNINGS,  
STATES AND TERRITORIES, NOVEMBER 1990  
(dollars)

State or Territory	Males			Females			Persons		
	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings
New South Wales	603.50	55.00	658.50	496.90	13.20	510.10	567.90	41.00	608.90
Victoria	591.80	40.50	632.30	492.40	13.60	506.00	557.20	31.20	588.40
Queensland	557.50	45.40	602.90	460.60	11.40	472.00	526.30	34.50	560.80
South Australia	560.80	38.50	599.30	484.20	10.00	494.20	537.30	29.70	567.00
Western Australia	596.00	47.30	643.30	481.10	10.10	491.20	555.90	34.30	590.20
Tasmania	558.00	32.70	590.70	464.70	6.90	471.60	531.60	25.30	556.90
Northern Territory	599.10	59.40	658.50	516.20	12.20	528.40	568.40	41.90	610.30
Australian Capital Territory	677.60	27.70	705.30	549.90	9.40	559.30	627.70	20.60	648.30
<b>Australia</b>	<b>589.20</b>	<b>46.60</b>	<b>635.80</b>	<b>488.90</b>	<b>12.30</b>	<b>501.20</b>	<b>555.60</b>	<b>35.00</b>	<b>590.60</b>

TABLE 5. PART-TIME ADULT EMPLOYEES: AVERAGE WEEKLY TOTAL EARNINGS,  
STATES AND TERRITORIES, NOVEMBER 1990  
(dollars)

State or Territory	Males	Females	Persons
New South Wales	224.60	235.70	232.90
Victoria	213.00	233.70	229.20
Queensland	278.50	217.00	228.90
South Australia	289.00	244.00	251.90
Western Australia	207.20	212.30	211.50
Tasmania	219.80	230.80	228.90
Northern Territory	241.40	263.20	256.50
Australian Capital Territory	258.20	277.50	272.40
<b>Australia</b>	<b>233.10</b>	<b>231.70</b>	<b>232.00</b>



## EMPLOYEES IN THE PRIVATE SECTOR - 1990

TABLE 6. ALL EMPLOYEES IN THE PRIVATE SECTOR: AVERAGE WEEKLY TOTAL EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1990 (dollars)

Industry	Full-time employees								
	Adults			Juniors			All employees		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Mining	904.10	585.00	876.70	518.50	365.00	494.70	888.10	498.70	846.40
Manufacturing	606.50	449.40	570.10	275.40	270.10	274.20	572.80	394.60	525.20
Food, beverages and tobacco	596.60	460.50	560.30	284.60	290.20	286.50	566.20	370.40	499.80
Textiles; Clothing and footwear	550.30	373.60	446.90	250.40	266.30	259.40	524.70	351.10	419.50
Paper, paper products, printing and publishing	630.30	482.20	593.60	272.70	255.50	266.00	593.90	404.90	536.70
Chemical, petroleum, and coal products	723.50	537.50	673.90	364.50	280.00	341.10	710.70	487.80	643.70
Metal products, machinery and equipment	615.30	460.60	590.40	285.70	285.40	285.70	586.40	416.50	555.50
Basic metal products	693.10	504.00	678.10	344.70	318.10	342.00	675.70	468.80	657.40
Fabricated metal products; Other machinery and equipment	594.40	450.60	569.50	272.60	275.60	273.10	558.00	398.20	526.10
Transport equipment	589.20	465.80	564.50	291.80	310.80	294.90	572.10	440.40	544.00
Other manufacturing	554.50	440.10	532.70	259.20	237.10	256.90	507.00	386.20	481.00
Electricity, gas and water	709.00	474.20	649.00	384.50	312.00	336.50	689.90	390.80	592.60
Construction	671.40	432.30	644.10	360.00	268.20	354.50	638.40	328.50	588.10
Wholesale and retail trade	557.50	437.20	520.40	257.20	262.80	259.50	475.30	291.70	394.20
Wholesale trade	596.90	469.00	564.20	277.20	301.90	287.10	568.90	401.70	517.60
Retail trade	518.30	417.40	482.60	252.40	254.00	253.10	406.80	257.70	330.60
Transport and storage	630.90	488.50	604.10	367.10	311.60	334.20	587.30	393.30	541.00
Communication	546.60	477.40	506.70	340.10	323.40	336.30	487.20	435.60	458.40
Finance, property and business services	756.50	498.50	638.70	296.20	299.80	298.70	661.10	390.80	517.90
Community services	652.50	533.40	577.70	294.40	252.10	266.40	545.90	366.50	410.20
Recreation, personal and other services	495.60	414.00	464.00	298.20	246.70	253.30	368.80	239.10	292.10
<b>Total all industries</b>	<b>630.30</b>	<b>469.50</b>	<b>580.00</b>	<b>284.40</b>	<b>271.40</b>	<b>278.80</b>	<b>560.40</b>	<b>337.30</b>	<b>464.10</b>

TABLE 7. ALL EMPLOYEES IN THE PRIVATE SECTOR: AVERAGE WEEKLY TOTAL EARNINGS, STATES AND TERRITORIES, NOVEMBER 1990 (dollars)

State or Territory	Full-time employees								
	Adults			Juniors			All employees		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
New South Wales	650.20	487.30	599.90	292.00	286.30	290.00	576.60	352.60	483.40
Victoria	617.60	472.50	570.50	267.50	275.00	270.30	544.60	339.90	455.50
Queensland	595.70	432.90	546.60	275.90	259.00	266.80	530.00	303.90	428.70
South Australia	587.30	454.70	548.60	276.90	280.10	278.20	530.00	320.20	437.70
Western Australia	644.60	470.20	585.30	337.40	255.80	294.70	582.30	329.80	463.40
Tasmania	566.30	416.40	532.40	271.90	254.60	264.90	519.10	311.30	445.30
Northern Territory	638.80	449.50	587.30	282.20	274.50	278.70	559.60	350.80	481.60
Australian Capital Territory	628.00	465.40	574.30	291.70	263.90	275.40	502.10	311.80	409.30
<b>Australia</b>	<b>630.30</b>	<b>469.50</b>	<b>580.00</b>	<b>284.40</b>	<b>271.40</b>	<b>278.80</b>	<b>560.40</b>	<b>337.30</b>	<b>464.10</b>

TABLE 8. FULL-TIME ADULT EMPLOYEES IN THE PRIVATE SECTOR: AVERAGE WEEKLY ORDINARY TIME, OVERTIME AND TOTAL EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1990  
(dollars)

Industry	Males			Females			Persons		
	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings
Mining	754.20	149.90	904.10	536.30	48.70	585.00	735.50	141.20	876.70
Manufacturing	537.30	69.20	606.50	424.00	25.40	449.40	511.10	59.10	570.10
Food, beverages and tobacco	518.40	78.20	596.60	417.70	42.80	460.50	491.50	68.80	560.30
Textiles; Clothing and footwear	483.10	*67.20	550.30	359.90	13.70	373.60	411.00	*35.80	446.90
Paper, paper products, printing and publishing	583.60	46.70	630.30	462.80	19.50	482.20	553.60	39.90	593.60
Chemical, petroleum, and coal products	648.80	74.70	723.50	512.20	25.30	537.50	612.30	61.50	673.90
Metal products, machinery and equipment	540.80	74.40	615.30	434.50	26.00	460.60	523.80	66.60	590.40
Basic metal products	592.60	100.50	693.10	479.70	24.30	504.00	583.70	94.50	678.10
Fabricated metal products; Other machinery and equipment	520.90	73.60	594.40	426.30	24.30	450.60	504.50	65.00	569.50
Transport equipment	537.90	51.30	589.20	435.80	30.10	465.80	517.50	47.00	564.50
Other manufacturing	494.80	59.70	554.50	418.90	21.20	440.10	480.40	52.30	532.70
Electricity, gas and water	662.00	47.10	709.00	470.60	3.60	474.20	613.00	36.00	649.00
Construction	571.30	100.10	671.40	428.70	*3.70	432.30	555.00	89.10	644.10
Wholesale and retail trade	528.90	28.60	557.50	426.70	10.50	437.20	497.40	23.00	520.40
Wholesale trade	561.90	35.00	596.90	458.00	11.00	469.00	535.40	28.90	564.20
Retail trade	496.10	22.20	518.30	407.30	10.10	417.40	464.70	17.90	482.60
Transport and storage	537.40	93.60	630.90	455.00	33.60	488.50	521.80	82.30	604.10
Communication	544.30	*2.30	546.60	454.50	*22.90	477.40	492.50	*14.20	506.70
Finance, property and business services	738.90	17.60	756.50	487.20	11.30	498.50	624.00	14.70	638.70
Community services	641.60	*10.90	652.50	527.40	6.00	533.40	569.90	7.90	577.70
Recreation, personal and other services	481.40	14.20	495.60	407.30	6.70	414.00	452.70	11.30	464.00
Total all industries	577.50	52.80	630.30	456.20	13.30	469.50	539.60	40.40	580.00

TABLE 9. FULL-TIME ADULT EMPLOYEES IN THE PRIVATE SECTOR: AVERAGE WEEKLY ORDINARY TIME, OVERTIME AND TOTAL EARNINGS, STATES AND TERRITORIES, NOVEMBER 1990  
(dollars)

State or Territory	Males			Females			Persons		
	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings
New South Wales	586.90	63.30	650.20	473.60	13.70	487.30	551.90	48.00	599.90
Victoria	571.90	45.70	617.60	456.90	15.50	472.50	534.60	35.90	570.50
Queensland	541.90	53.90	595.70	420.70	12.20	432.90	505.30	41.30	546.60
South Australia	541.40	45.90	587.30	442.40	12.30	454.70	512.50	36.10	548.60
Western Australia	589.20	55.40	644.60	458.80	11.30	470.20	544.90	40.40	585.30
Tasmania	530.10	36.20	566.30	408.50	7.90	416.40	502.60	29.80	532.40
Northern Territory	559.00	79.80	638.80	435.50	14.00	449.50	525.50	61.90	587.30
Australian Capital Territory	599.50	28.40	628.00	457.10	*8.30	465.40	552.50	21.80	574.30
Australia	577.50	52.80	630.30	456.20	13.30	469.50	539.60	40.40	580.00

TABLE 10. PART-TIME ADULT EMPLOYEES IN THE PRIVATE SECTOR:  
AVERAGE WEEKLY TOTAL EARNINGS, STATES AND TERRITORIES, NOVEMBER 1990  
(dollars)

State or Territory	Males	Females	Persons
New South Wales	217.30	218.20	218.00
Victoria	189.90	211.00	206.10
Queensland	274.40	212.40	224.50
South Australia	287.80	228.60	239.00
Western Australia	172.20	195.80	191.80
Tasmania	184.90	223.30	216.20
Northern Territory	248.40	261.10	257.10
Australian Capital Territory	248.30	245.60	246.30
Australia	220.00	215.10	216.20



# EMPLOYEES IN THE PUBLIC SECTOR - 1990

TABLE 11. ALL EMPLOYEES IN THE PUBLIC SECTOR: AVERAGE WEEKLY TOTAL EARNINGS, STATES AND TERRITORIES, NOVEMBER 1990  
(dollars)

State or Territory	Full-time employees								
	Adults			Juniors			All employees		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
New South Wales	646.00	552.80	611.00	330.10	309.40	319.50	613.50	473.90	552.00
Victoria	663.70	566.20	624.70	350.20	340.70	345.20	635.50	475.20	558.70
Queensland	610.40	528.30	580.70	313.60	302.10	307.20	591.10	451.50	532.30
South Australia	629.70	554.90	602.90	322.30	320.60	321.40	599.80	442.80	527.20
Western Australia	642.60	525.60	599.90	320.60	321.40	321.00	612.40	427.10	528.40
Tasmania	622.20	529.10	589.50	294.40	314.60	304.60	596.60	419.20	516.70
Northern Territory	681.80	573.20	631.10	328.20	284.10	303.10	659.30	534.80	598.70
Australian Capital Territory	742.10	586.80	677.20	321.40	322.30	321.90	719.20	541.10	638.00
<b>Australia</b>	<b>647.00</b>	<b>550.70</b>	<b>610.70</b>	<b>329.40</b>	<b>318.40</b>	<b>323.60</b>	<b>619.20</b>	<b>465.10</b>	<b>549.90</b>

TABLE 12. FULL-TIME ADULT EMPLOYEES IN THE PUBLIC SECTOR: AVERAGE WEEKLY ORDINARY TIME, OVERTIME AND TOTAL EARNINGS, STATES AND TERRITORIES, NOVEMBER 1990  
(dollars)

State or Territory	Males			Females			Persons		
	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings
New South Wales	607.80	38.20	646.00	539.60	13.20	552.80	582.20	28.80	611.00
Victoria	632.50	31.20	663.70	554.20	12.00	566.20	601.20	23.50	624.70
Queensland	579.30	31.20	610.40	518.60	9.70	528.30	557.30	23.40	580.70
South Australia	602.40	27.30	629.70	548.40	6.50	554.90	583.00	19.90	602.90
Western Australia	610.80	31.80	642.60	517.70	7.80	525.60	576.90	23.10	599.90
Tasmania	598.60	23.50	622.20	523.20	5.90	529.10	572.20	17.30	589.50
Northern Territory	650.20	31.60	681.80	561.70	11.50	573.20	608.90	22.20	631.10
Australian Capital Territory	714.70	27.40	742.10	577.10	9.70	586.80	657.20	20.00	677.20
<b>Australia</b>	<b>613.60</b>	<b>33.40</b>	<b>647.00</b>	<b>539.90</b>	<b>10.80</b>	<b>550.70</b>	<b>585.80</b>	<b>24.90</b>	<b>610.70</b>

TABLE 13. PART-TIME ADULT EMPLOYEES IN THE PUBLIC SECTOR:  
AVERAGE WEEKLY TOTAL EARNINGS, STATES AND TERRITORIES, NOVEMBER 1990  
(dollars)

State or Territory	Males	Females	Persons
New South Wales	250.40	290.10	281.00
Victoria	300.70	290.50	292.30
Queensland	297.30	236.50	247.50
South Australia	291.80	279.70	281.80
Western Australia	293.30	253.60	260.50
Tasmania	292.30	242.90	250.30
Northern Territory	208.10	270.60	254.20
Australian Capital Territory	295.90	349.00	338.60
<b>Australia</b>	<b>278.60</b>	<b>278.70</b>	<b>278.70</b>

# ALL EMPLOYEES (PRIVATE AND PUBLIC SECTORS) - 1989

TABLE 14. ALL EMPLOYEES: AVERAGE WEEKLY TOTAL EARNINGS,  
INDUSTRIES, AUSTRALIA, NOVEMBER 1989  
(dollars)

Industry	Full-time employees						All employees		
	Adults			Juniors					
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Mining	843.80	543.60	820.00	493.80	355.60	471.30	833.30	470.30	798.30
Manufacturing	586.00	427.90	549.80	271.30	251.30	267.30	554.50	373.60	506.50
Food, beverages and tobacco	569.10	441.40	537.80	281.60	254.20	274.60	530.30	351.00	473.20
Textiles; Clothing and footwear	560.40	379.10	456.50	302.90	222.40	253.10	541.40	354.80	430.40
Paper, paper products, printing and publishing	638.20	485.60	596.60	300.00	278.20	291.50	589.90	369.30	511.40
Chemical, petroleum, and coal products	682.70	502.80	636.70	304.80	287.80	299.10	668.10	446.50	603.80
Metal products, machinery and equipment	593.00	426.80	565.80	278.90	271.30	278.00	569.30	391.40	537.00
Basic metal products	663.60	497.30	649.70	329.40	302.50	327.30	646.30	472.70	630.70
Fabricated metal products; Other machinery and equipment	570.50	416.80	542.10	265.80	269.70	266.30	542.30	374.60	507.20
Transport equipment	575.60	422.10	547.20	287.80	260.70	284.90	558.60	403.90	528.90
Other manufacturing	525.90	403.30	501.90	247.20	236.00	245.70	483.80	358.70	456.20
Electricity, gas and water	608.00	465.80	594.60	341.50	292.30	330.20	593.00	418.10	573.20
Construction	623.80	425.10	599.60	299.20	249.10	295.10	596.60	348.40	557.40
Wholesale and retail trade	516.50	414.30	485.10	241.40	251.40	246.00	430.60	267.50	356.50
Wholesale trade	541.30	446.30	518.50	284.00	293.20	287.10	510.40	383.20	473.40
Retail trade	485.40	393.20	450.80	227.50	243.80	235.40	361.20	233.30	291.40
Transport and storage	585.80	461.50	564.80	324.50	288.10	306.00	560.60	419.50	533.80
Communication	548.40	467.90	529.80	300.80	309.60	305.10	542.90	430.20	513.70
Finance, property and business services	670.50	463.70	582.00	282.80	274.30	276.90	597.70	359.20	474.30
Public administration and defence	590.80	512.60	560.40	287.10	278.10	281.40	576.10	437.50	514.60
Community services	638.50	513.80	567.50	284.10	288.00	286.90	566.30	392.40	450.40
Recreation, personal and other services	485.60	406.90	456.80	267.10	216.50	229.20	367.10	241.00	296.60
Total all industries	595.90	467.60	553.80	271.70	260.60	266.60	540.00	349.30	457.20

TABLE 15. ALL EMPLOYEES: AVERAGE WEEKLY TOTAL EARNINGS,  
STATES AND TERRITORIES, NOVEMBER 1989  
(dollars)

State or Territory	Full-time employees						All employees		
	Adults			Juniors					
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
New South Wales	620.10	476.10	571.00	281.20	261.30	272.70	558.40	359.10	471.30
Victoria	602.60	473.20	559.30	280.90	283.70	282.10	549.40	358.80	466.70
Queensland	543.00	434.00	510.40	268.90	244.60	256.70	490.20	318.20	419.30
South Australia	558.20	464.60	531.40	241.60	251.60	245.90	510.20	332.20	433.60
Western Australia	598.90	457.40	551.90	259.70	252.30	255.60	547.60	333.80	449.80
Tasmania	562.50	439.90	526.40	250.00	250.90	250.40	509.90	314.00	426.60
Northern Territory	614.20	484.60	567.80	280.50	275.90	278.40	570.40	394.80	494.70
Australian Capital Territory	656.90	512.70	599.20	231.40	263.10	247.40	581.60	404.50	496.60
Australia	595.90	467.60	553.80	271.70	260.60	266.60	540.00	349.30	457.20



TABLE 16. FULL-TIME ADULT EMPLOYEES: AVERAGE WEEKLY ORDINARY TIME, OVERTIME AND TOTAL EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1989  
(dollars)

Industry	Males			Females			Persons		
	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings
Mining	706.90	136.90	843.80	511.40	32.30	543.60	691.40	128.60	820.00
Manufacturing	504.70	81.40	586.00	396.70	31.20	427.90	479.90	69.90	549.80
Food, beverages and tobacco	485.20	83.90	569.10	392.10	49.30	441.40	462.40	75.40	537.80
Textiles; Clothing and footwear	470.90	*89.40	560.40	357.40	*21.80	379.10	405.90	*50.70	456.50
Paper, paper products, printing and publishing	558.20	80.00	638.20	457.30	28.30	485.60	530.60	65.90	596.60
Chemical, petroleum, and coal products	615.50	67.20	682.70	478.60	24.20	502.80	580.50	56.20	636.70
Metal products, machinery and equipment	507.40	85.60	593.00	395.00	31.80	426.80	489.00	76.80	565.80
Basic metal products	558.90	104.70	663.60	450.40	46.90	497.30	549.80	99.90	649.70
Fabricated metal products; Other machinery and equipment	492.50	78.00	570.50	392.00	24.80	416.80	473.90	68.20	542.10
Transport equipment	491.00	84.60	575.60	379.80	42.20	422.10	470.50	76.70	547.20
Other manufacturing	455.20	70.70	525.90	374.80	28.60	403.30	439.40	62.50	501.90
Electricity, gas and water	561.30	46.70	608.00	455.40	10.40	465.80	551.40	43.30	594.60
Construction	545.40	78.30	623.80	421.30	*3.80	425.10	530.30	69.30	599.60
Wholesale and retail trade	493.40	23.20	516.50	401.70	12.60	414.30	465.20	19.90	485.10
Wholesale trade	514.60	26.80	541.30	432.30	14.10	446.30	494.80	23.70	518.50
Retail trade	466.70	18.70	485.40	381.50	11.70	393.20	434.70	16.10	450.80
Transport and storage	519.10	66.70	585.80	440.60	20.90	461.50	505.80	58.90	564.80
Communication	503.60	44.80	548.40	430.90	37.00	467.90	486.80	43.00	529.80
Finance, property and business services	655.90	14.60	670.50	456.60	7.00	463.70	570.60	11.40	582.00
Public administration and defence	570.60	20.10	590.80	502.80	9.80	512.60	544.30	16.10	560.40
Community services	617.60	20.90	638.50	507.20	6.60	513.80	554.70	12.80	567.50
Recreation, personal and other services	469.00	16.60	485.60	392.70	*14.20	406.90	441.10	15.70	456.80
Total all industries	547.00	48.90	595.90	454.50	13.10	467.60	516.60	37.20	553.80

TABLE 17. FULL-TIME ADULT EMPLOYEES: AVERAGE WEEKLY ORDINARY TIME, OVERTIME AND TOTAL EARNINGS, STATES AND TERRITORIES, NOVEMBER 1989  
(dollars)

State or Territory	Males			Females			Persons		
	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings
New South Wales	567.50	52.60	620.10	462.10	14.00	476.10	531.50	39.50	571.00
Victoria	551.10	51.50	602.60	458.60	14.60	473.20	520.20	39.10	559.30
Queensland	502.50	40.50	543.00	423.40	10.60	434.00	478.90	31.50	510.40
South Australia	513.60	44.60	558.20	452.50	12.10	464.60	496.10	35.30	531.40
Western Australia	549.20	49.70	598.90	446.80	10.60	457.40	515.20	36.70	551.90
Tasmania	527.30	35.20	562.50	430.60	9.30	439.90	498.80	27.60	526.40
Northern Territory	544.70	69.50	614.20	469.40	15.20	484.60	517.70	50.10	567.80
Australian Capital Territory	627.50	29.40	656.90	503.20	9.50	512.70	577.80	21.40	599.20
Australia	547.00	48.90	595.90	454.50	13.10	467.60	516.60	37.20	553.80

TABLE 18. PART-TIME ADULT EMPLOYEES: AVERAGE WEEKLY TOTAL EARNINGS, STATES AND TERRITORIES, NOVEMBER 1989  
(dollars)

State or Territory	Males	Females	Persons
New South Wales	213.20	218.70	217.30
Victoria	231.20	218.40	221.20
Queensland	223.20	209.20	212.60
South Australia	234.00	228.80	229.60
Western Australia	201.30	205.60	204.80
Tasmania	186.40	199.30	197.00
Northern Territory	199.50	219.20	215.10
Australian Capital Territory	212.80	255.90	245.40
Australia	219.50	217.30	217.80

## EMPLOYEES IN THE PRIVATE SECTOR - 1989

TABLE 19. ALL EMPLOYEES IN THE PRIVATE SECTOR: AVERAGE WEEKLY TOTAL EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1989 (dollars)

Industry	Full-time employees						All employees		
	Adults			Juniors					
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Mining	848.90	543.50	823.40	490.00	356.10	467.20	838.90	470.60	801.60
Manufacturing	587.50	426.80	550.30	270.80	250.50	266.70	555.70	372.10	506.30
Food, beverages and tobacco	568.90	438.80	536.70	281.00	252.20	273.60	530.60	348.10	472.00
Textiles; Clothing and footwear	560.60	378.20	456.50	303.10	222.40	253.20	541.60	353.70	430.10
Paper, paper products, printing and publishing	642.30	487.50	600.10	300.40	278.30	291.80	592.50	368.30	512.40
Chemical, petroleum, and coal products	687.20	505.00	641.60	354.10	290.50	324.70	674.40	446.00	608.80
Metal products, machinery and equipment	595.50	425.80	567.00	278.60	270.70	277.70	571.60	390.30	537.80
Basic metal products	663.80	497.70	649.90	329.40	302.50	327.40	646.40	473.00	630.90
Fabricated metal products; Other machinery and equipment	571.30	416.50	542.60	265.20	269.60	265.70	543.20	373.90	507.50
Transport equipment	581.10	418.60	547.00	289.50	256.30	285.40	564.10	400.90	528.60
Other manufacturing	526.20	403.40	502.10	246.90	235.90	245.40	483.90	358.80	456.20
Electricity, gas and water	621.40	413.80	577.10	320.10	273.30	295.60	602.70	362.30	540.80
Construction	634.60	422.10	608.60	297.70	244.20	294.00	604.10	341.60	561.90
Wholesale and retail trade	516.30	414.20	485.00	241.40	251.40	246.00	430.30	267.20	356.10
Wholesale trade	541.00	446.20	518.30	284.10	293.40	287.30	510.10	382.90	473.20
Retail trade	485.50	393.20	450.80	227.50	243.80	235.40	361.20	233.20	291.30
Transport and storage	599.20	442.50	565.40	312.10	272.80	288.90	551.70	392.40	513.50
Communication	808.10	563.80	686.60	466.80	411.30	429.80	711.60	468.00	581.60
Finance, property and business services	682.30	469.40	593.50	281.80	272.10	275.00	603.50	357.60	478.30
Community services	662.20	487.90	544.20	239.30	260.30	256.20	541.80	335.10	378.60
Recreation, personal and other services	471.40	397.30	444.30	265.00	215.00	227.40	351.30	234.80	285.60
Total all industries	595.40	444.20	548.60	265.60	253.20	260.10	528.20	316.30	436.70

TABLE 20. ALL EMPLOYEES IN THE PRIVATE SECTOR: AVERAGE WEEKLY TOTAL EARNINGS, STATES AND TERRITORIES, NOVEMBER 1989 (dollars)

State or Territory	Full-time employees								
	Adults			Juniors					
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
New South Wales	622.10	461.40	570.60	277.90	256.70	269.30	548.20	329.90	453.70
Victoria	592.50	442.70	545.90	271.10	275.40	272.90	528.30	322.50	442.10
Queensland	535.40	401.00	497.80	266.30	238.90	253.00	474.60	282.10	393.40
South Australia	547.80	427.80	516.80	234.30	244.30	238.40	489.80	292.90	405.70
Western Australia	594.10	429.80	541.60	248.40	240.10	243.70	530.30	299.50	423.20
Tasmania	554.10	386.50	509.50	244.70	238.60	242.00	490.90	270.70	400.00
Northern Territory	602.80	436.00	555.80	278.80	276.90	278.00	549.60	328.50	462.30
Australian Capital Territory	601.50	451.50	549.50	206.20	253.30	229.20	463.60	297.10	379.10
Australia	595.40	444.20	548.60	265.60	253.20	260.10	528.20	316.30	436.70



TABLE 21. FULL-TIME ADULT EMPLOYEES IN THE PRIVATE SECTOR: AVERAGE WEEKLY ORDINARY TIME, OVERTIME AND TOTAL EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1989  
(dollars)

Industry	Males			Females			Persons		
	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings
Mining	708.00	140.90	848.90	510.80	32.70	543.50	691.50	131.90	823.40
Manufacturing	505.30	82.20	587.50	395.80	31.00	426.80	480.00	70.30	550.30
Food, beverages and tobacco	485.90	83.00	568.90	390.80	48.00	438.80	462.40	74.40	536.70
Textiles; Clothing and footwear	470.70	*89.90	560.60	356.90	*21.40	378.20	405.70	*50.80	456.50
Paper, paper products, printing and publishing	560.90	81.40	642.30	458.70	28.80	487.50	533.00	67.00	600.10
Chemical, petroleum, and coal products	619.20	68.00	687.20	480.80	24.20	505.00	584.50	57.00	641.60
Metal products, machinery and equipment	508.30	87.30	595.50	393.90	31.90	425.80	489.00	78.00	567.00
Basic metal products	559.00	104.80	663.80	450.70	47.00	497.70	550.00	99.90	649.90
Fabricated metal products; Other machinery and equipment	492.90	78.40	571.30	391.70	24.80	416.50	474.10	68.50	542.60
Transport equipment	490.10	91.00	581.10	375.90	42.70	418.60	466.20	80.90	547.00
Other manufacturing	455.50	70.70	526.20	374.80	28.60	403.40	439.60	62.40	502.10
Electricity, gas and water	557.50	63.90	621.40	404.40	9.50	413.80	524.90	52.30	577.10
Construction	548.80	85.80	634.60	418.70	*3.40	422.10	532.90	75.70	608.60
Wholesale and retail trade	493.20	23.20	516.30	401.50	12.60	414.20	465.00	19.90	485.00
Wholesale trade	514.30	26.70	541.00	432.10	14.10	446.20	494.60	23.70	518.30
Retail trade	466.80	18.70	485.50	381.60	11.70	393.20	434.80	16.10	450.80
Transport and storage	509.20	90.00	599.20	426.20	*16.40	442.50	491.30	74.10	565.40
Communication	790.30	17.70	808.10	538.70	25.10	563.80	665.10	21.40	686.60
Finance, property and business services	667.20	15.00	682.30	462.00	7.40	469.40	581.60	11.80	593.50
Community services	646.80	*15.40	662.20	482.10	*5.80	487.90	535.30	*8.90	544.20
Recreation, personal and other services	456.40	15.00	471.40	383.30	*14.00	397.30	429.60	14.60	444.30
Total all industries	538.90	56.50	595.40	429.30	14.90	444.20	505.00	43.60	548.60

TABLE 22. FULL-TIME ADULT EMPLOYEES IN THE PRIVATE SECTOR: AVERAGE WEEKLY ORDINARY TIME, OVERTIME AND TOTAL EARNINGS, STATES AND TERRITORIES, NOVEMBER 1989  
(dollars)

State or Territory	Males			Females			Persons		
	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings
New South Wales	563.00	59.10	622.10	447.00	14.40	461.40	525.80	44.80	570.60
Victoria	534.30	58.20	592.50	424.80	17.90	442.70	500.30	45.60	545.90
Queensland	488.30	47.00	535.40	388.70	12.30	401.00	460.50	37.30	497.80
South Australia	493.20	54.60	547.80	413.50	14.30	427.80	472.60	44.20	516.80
Western Australia	534.60	59.50	594.10	417.30	*12.50	429.80	497.10	44.50	541.60
Tasmania	509.50	44.60	554.10	374.70	11.80	386.50	473.70	35.80	509.50
Northern Territory	510.50	92.30	602.80	414.90	21.10	436.00	483.50	72.20	555.80
Australian Capital Territory	566.50	35.00	601.50	440.40	*11.10	451.50	522.80	26.80	549.50
Australia	538.90	56.50	595.40	429.30	14.90	444.20	505.00	43.60	548.60

TABLE 23. PART-TIME ADULT EMPLOYEES IN THE PRIVATE SECTOR: AVERAGE WEEKLY TOTAL EARNINGS, STATES AND TERRITORIES, NOVEMBER 1989  
(dollars)

State or Territory	Males	Females	Persons
New South Wales	211.20	210.30	210.60
Victoria	211.20	199.60	202.40
Queensland	246.00	206.60	215.60
South Australia	209.40	215.20	214.50
Western Australia	168.50	193.70	189.20
Tasmania	173.60	189.10	186.40
Northern Territory	203.00	213.20	211.20
Australian Capital Territory	204.10	231.00	224.00
Australia	212.70	205.90	207.50

# EMPLOYEES IN THE PUBLIC SECTOR - 1989

TABLE 24. ALL EMPLOYEES IN THE PUBLIC SECTOR: AVERAGE WEEKLY TOTAL EARNINGS, STATES AND TERRITORIES, NOVEMBER 1989 (dollars)

State or Territory	Full-time employees						All employees		
	Adults			Juniors					
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
New South Wales	589.50	508.00	559.70	305.70	279.90	291.50	560.40	432.20	505.40
Victoria	626.60	523.30	583.80	335.30	314.90	325.10	602.60	441.60	523.80
Queensland	556.70	485.60	532.80	288.50	273.90	279.90	525.40	414.00	481.90
South Australia	576.80	511.30	554.60	300.00	285.20	291.90	553.00	413.10	491.50
Western Australia	607.40	497.80	567.30	308.70	312.20	310.50	578.50	398.90	495.90
Tasmania	576.00	497.50	549.40	275.80	295.10	285.70	542.10	382.90	471.80
Northern Territory	636.40	523.10	583.90	288.30	273.10	279.70	612.10	483.70	549.50
Australian Capital Territory	684.30	533.90	620.70	305.60	285.40	294.50	661.80	492.30	583.90
Australia	597.20	507.00	564.00	310.40	292.20	300.60	568.70	426.60	506.20

TABLE 25. FULL-TIME ADULT EMPLOYEES IN THE PUBLIC SECTOR: AVERAGE WEEKLY ORDINARY TIME, OVERTIME AND TOTAL EARNINGS, STATES AND TERRITORIES, NOVEMBER 1989 (dollars)

State or Territory	Males			Females			Persons		
	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings
New South Wales	551.90	37.60	589.50	494.30	13.80	508.00	530.80	28.90	559.70
Victoria	596.60	30.00	626.60	514.10	9.20	523.30	562.40	21.40	583.80
Queensland	528.10	28.60	556.70	477.60	8.00	485.60	511.10	21.70	532.80
South Australia	552.20	24.60	576.80	503.90	7.30	511.30	535.90	18.70	554.60
Western Australia	575.80	31.60	607.40	489.80	8.00	497.80	544.30	22.90	567.30
Tasmania	555.50	20.50	576.00	491.10	6.40	497.50	533.70	15.70	549.40
Northern Territory	603.80	32.60	636.40	511.60	11.50	523.10	561.10	22.80	583.90
Australian Capital Territory	657.10	27.20	684.30	525.00	9.00	533.90	601.20	19.50	620.70
<b>Australia</b>	<b>564.70</b>	<b>32.50</b>	<b>597.20</b>	<b>496.90</b>	<b>10.10</b>	<b>507.00</b>	<b>539.80</b>	<b>24.20</b>	<b>564.00</b>

TABLE 26. PART-TIME ADULT EMPLOYEES IN THE PUBLIC SECTOR: AVERAGE WEEKLY TOTAL EARNINGS, STATES AND TERRITORIES, NOVEMBER 1989 (dollars)

State or Territory	Males	Females	Persons
New South Wales	220.80	249.30	242.40
Victoria	316.20	264.20	272.20
Queensland	154.80	220.10	200.60
South Australia	281.80	264.80	267.70
Western Australia	280.40	232.00	240.10
Tasmania	205.90	215.80	213.90
Northern Territory	188.30	245.60	230.90
Australian Capital Territory	241.30	314.70	299.70
<b>Australia</b>	<b>242.60</b>	<b>251.00</b>	<b>249.30</b>



## EXPLANATORY NOTES

### Introduction

This publication contains estimates of average weekly earnings for the weeks ending 17 November 1989 and 16 November 1990 based on information obtained from sample surveys of employers.

2. Background information about the average weekly earnings series is provided in *Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0) published on 21 June 1984, copies of which are available on request.

3. Preliminary estimates of average weekly earnings for full-time adult employees, classified by industry, for November 1989 and November 1990 were provided in *Average Weekly Earnings, States and Australia*, (6302.0) published on 9 April 1990 and 12 April 1991 respectively.

### Scope of the survey

4. All wage and salary earners who received pay for the reference period are represented in the survey, except:

- members of the Australian permanent defence forces;
- employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- employees in private households employing staff;
- employees of overseas embassies, consulates, etc.;
- employees based outside Australia; and
- employees on workers' compensation who are not paid through the payroll.

5. Also excluded are the following persons who are not regarded as employees for the purposes of this survey:

- directors who are not paid a salary;
- proprietors/partners of unincorporated businesses; and
- self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

### Survey design

6. A sample of approximately 4,800 employers is selected from the ABS register of businesses to ensure adequate State and industry representation. The sample is updated each quarter to reflect changes in the ABS register of business units. These changes arise from the emergence of new businesses, takeovers and mergers, changes to industry classification, changes in the number of employees, and businesses which have ceased operations. Such updating of the register can contribute to changes in the estimates of average weekly earnings.

7. The ABS has introduced new definitions and rules for recording units on the register with greater emphasis being given to the way organisations are structured and

the type of data available from businesses' accounts. These changes should reduce respondent load and lead to improved data quality. In order to correctly apply these new rules, the ABS introduced a program of visits to the largest private and public sector organisations in Australia to obtain up to date information on their structure and operations. The outcome of these visits and the adoption of new units definitions may result in changes over time in the survey estimates, as outlined in paragraph 6 above.

8. The statistical unit for the survey comprises all activities of an enterprise in a particular State or Territory. Each statistical unit is classified to an industry which reflects the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise has significant employment in more than one industry, a separate statistical unit is created for each industry. The statistical units are stratified by State, public/private, industry and size of employment and an equal probability sample is selected from each stratum.

### Historical series

9. The current series was introduced in August 1981 when it replaced the average weekly earnings series based principally on information from payroll tax returns. In November each year more detailed dissections of earnings and information on hours paid for are collected in the survey. This information is similar to that collected in the Survey of Earnings and Hours introduced in September 1960 and conducted in October each year from 1961 to 1980. However, significant differences, particularly in the coverage of the sample framework, exist between the October surveys series and the new average weekly earnings series (see paragraph 2 above).

10. When comparing the estimates in this publication with those of October 1981 and November 1982 to 1983, it is important to keep in mind the stages of development of the sample survey on which these figures are based (see paragraph 2). In particular, note that estimates produced from the 1983 survey were adjusted before publication to maintain consistency with the figures produced from a new sample which represented the final stage of development of the survey. More details of this adjustment can be found in the Explanatory Notes of *Average Earnings and Hours of Employees, Australia, November 1983* (6304.0) and in *Average Weekly Earnings, Australia, 1941-1990* (6350.0).

### Industry classification

11. Industry is classified according to the *Australian Standard Industrial Classification (ASIC) 1983 Edition, Volume 1 - The Classification* (1201.0). The following table shows details of the ASIC industries used in the survey.



ASIC code		
Division	Sub-Division	Title
B		Mining
C		Manufacturing
	21	Food, beverages and tobacco
	23,24	Textiles; Clothing and footwear
	26	Paper, paper products, printing and publishing
	27	Chemical, petroleum and coal products
	29	Basic metal products
	31,33	Fabricated metal products; Other machinery and equipment
	32	Transport equipment
	25,28,34	Other manufacturing(a)
D		Electricity, gas and water
E		Construction
F		Wholesale and retail trade
	47	Wholesale trade
	48	Retail trade
G		Transport and storage
H		Communication
I		Finance, property and business services
J		Public administration and defence(b)
K		Community services
L		Recreation, personal and other services(c)

(a) Includes wood, wood products and furniture (subdivision 25); glass, clay and other non-metallic mineral products (subdivision 28); leather, rubber and plastic products and manufacturing not elsewhere classified (subdivision 34). (b) Excludes permanent defence forces. (c) Excludes private households employing staff (subdivision 94).

NOTE: Division A (Agriculture, Forestry, Fishing and Hunting) is excluded from the survey.

### Comparability of results

12. When comparisons are made between period to period movements in Average Weekly Ordinary Time Earnings (AWOTE) for full-time adults and movements in the Award Rates of Pay Indexes (ARPI) it is important to recognise the different coverage, scope, definitions and methodology used in the construction of each series. In particular, the AWOTE series includes a number of payments additional to award rates of pay used in compiling ARPI. Allowances covered under awards which are not industry or occupation wide in their application such as site, travelling, height and dirt allowances are excluded from ARPI but included in AWOTE. The AWOTE series also includes other payments, such as shift penalty payments and overaward pay. A significant number of employees are not covered by awards but are included in AWOTE. The AWOTE series is affected by compositional change in the labour force. However ARPI is not, because it is a fixed-weight index constructed from a representative 'basket' of occupations selected from the May 1985 Survey of Employee Earnings and Hours and subject to reselection and rebasing at infrequent intervals. Other factors affecting comparisons of the two series include seasonal influences on earnings and differences between the two series in the treatment of retrospective pay increases. A detailed description of the methodology, scope

and definitions used in ARPI is published in *Award Rates of Pay Indexes, Australia* (6312.0).

13. It is also important to recognise that whilst average employee earnings can be derived from the Survey of Employment and Earnings (SEE) published in *Employed Wage and Salary Earners, Australia* (6248.0), these average earnings will not be comparable with those produced from the Survey of Average Weekly Earnings (AWE). In the AWE survey, information is obtained relating to a specified pay period, the last pay period ending on or before the third Friday of the middle month of the calendar quarter. The SEE collects the sum of employee earnings paid in all pay periods ending in a calendar quarter including payments to employees which are excluded from the scope of the AWE survey such as retrospective pay, pay in advance, leave loadings and severance, termination and redundancy payments. Whilst the quarterly earnings produced by the SEE are affected by the varying number of pay periods from quarter to quarter the AWE results are unaffected because of the selection of a specified pay period in the middle of a quarter. The SEE earnings data are also more subject to seasonal variations, particularly in the December and March quarters, due to the incidence of holidays taken in January being paid in advance and the earnings being reported in December quarter figures.

### Reliability of estimates

14. For information on the reliability of estimates refer to the Technical Notes.

### Related publications

15. Users may also wish to refer to the following publications which are available on request:

*Average Weekly Earnings, Australia, Preliminary* (6301.0) and *Average Weekly Earnings, States and Australia* (6302.0) — issued quarterly

*Distribution and Composition of Employee Earnings and Hours, Australia, Preliminary* (6305.0) and the more detailed publication (6306.0) — issued annually

*Weekly Earnings of Employees (Distribution), Australia, (Preliminary)* (6309.0) and the more detailed publication (6310.0) — issued annually

*Job Vacancies and Overtime, Australia* (6354.0) — issued quarterly

*Employed Wage and Salary Earners, Australia* (6248.0) — issued quarterly

*Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0)

*Occasional Paper No. 1986/1: Statistics on Wages, Earnings, Income and Labour Costs — A Guide to Their Concepts, Measurement and Usage*

*Award Rates of Pay Indexes, Australia* (6312.0) — issued monthly

*Average Weekly Earnings, Australia, 1941-1990* (6350.0) — issued February 1992

*The Labour Force, Australia* (6203.0) — issued monthly.

16. Current publications produced by the ABS are listed in the *Catalogue of Publications and Products, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays,

be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

#### Unpublished statistics

17. In some cases, the ABS can also make available information which is not published. For example, statistics of Average Weekly Earnings classified by Managerial/Non-managerial and Hours/hourly earnings are available on a special data service. This information may be made available in one or more of the following forms: microfiche, photocopy, data tape, floppy disk, computer printout or clerically extracted tabulation.

Generally, a charge is made for providing unpublished information. Inquiries should be made to the contact officer or to Information Services in the nearest ABS office.

#### Symbols and other usages

- \* relative standard error greater than or equal to 25 per cent. See the Technical Notes.

18. The estimates of average weekly earnings are rounded to the nearest 10 cents.



## APPENDIX A: TECHNICAL NOTES

### RELIABILITY OF ESTIMATES

#### Introduction

As the estimates in this publication are based on information relating to a sample of employers rather than a full enumeration, they are subject to sampling variability. That is, they may differ from the figures that would have been produced if the information had been obtained from all employers. This difference, called *sampling error*, should not be confused with inaccuracy that may occur because of imperfections in reporting by respondents or in processing by the ABS. Such inaccuracy is referred to as *non-sampling error* and may occur in any enumeration whether it be a full count or sample. Efforts have been made to reduce non-sampling error by careful design of questionnaires, detailed checking of returns and quality control of processing. An asterisk appears against estimates in this publication where the sampling variability is considered too high for most practical uses (that is, a relative standard error equal to or greater than 25 per cent of the estimate - see paragraph 3 below).

#### Reliability of estimates

2. The sampling error associated with any estimate can be estimated from the sample results. One measure of sampling error is given by the *standard error* which indi-

cates the degree to which an estimate may vary from the value that would have been obtained from a full enumeration (the 'true' figure). There are about two chances in three that a sample estimate differs from the true value by less than one standard error, and about nineteen chances in twenty that the difference will be less than two standard errors.

3. Another measure of the sampling error is the *relative standard error*, which is obtained by expressing the standard error as a percentage of the estimate. As it is not practicable to include the standard errors of all estimates in this publication, the following tables have been provided to give an indication of the magnitude of relative standard errors.

4. An example of the use of a standard error is as follows. If the estimated average earnings was \$500.00 with a standard error of \$4.00, then there would be about two chances in three that a full enumeration would have given an estimate in the range \$496.00 to \$504.00 and about nineteen chances in twenty that it would be in the range \$492.00 to \$508.00.

TABLE A. APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS:  
FULL-TIME ADULT EMPLOYEES, STATES AND AUSTRALIA,  
NOVEMBER 1990  
(per cent)

State or Territory	Males			Females			Persons		
	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings
PRIVATE SECTOR									
New South Wales	1.6	9.3	1.6	1.3	8.2	1.3	1.3	8.9	1.4
Victoria	1.8	6.4	1.6	1.6	8.5	1.5	1.5	6.2	1.4
Queensland	1.9	9.6	2.1	1.6	14.7	1.7	1.6	9.1	1.8
South Australia	2.1	14.4	2.4	2.1	12.5	2.1	1.8	14.4	2.2
Western Australia	2.2	10.6	1.7	3.1	12.8	3.0	2.4	10.3	2.0
Tasmania	1.1	6.9	1.2	1.8	14.4	1.7	1.0	6.6	1.1
Northern Territory	2.5	11.8	2.2	2.4	13.7	2.6	2.2	11.8	2.2
Australian Capital Territory	6.9	22.9	6.3	4.1	26.3	4.0	6.0	21.6	5.7
<b>Australia</b>	<b>0.9</b>	<b>4.7</b>	<b>0.9</b>	<b>0.8</b>	<b>4.7</b>	<b>0.8</b>	<b>0.7</b>	<b>4.5</b>	<b>0.7</b>
PUBLIC SECTOR									
New South Wales	0.5	2.2	0.5	0.3	4.4	0.3	0.4	2.4	0.3
Victoria	1.0	10.5	0.8	0.9	17.8	1.2	0.8	9.1	0.8
Queensland	0.8	5.5	0.8	0.7	7.3	0.7	0.6	5.2	0.6
South Australia	0.3	1.5	0.3	0.9	5.4	0.8	0.4	1.7	0.4
Western Australia	0.7	3.3	0.6	0.2	3.1	0.2	0.5	3.3	0.5
Tasmania	0.8	4.3	0.8	0.4	4.9	0.4	0.6	4.0	0.6
Northern Territory	0.4	1.2	0.4	0.2	1.4	0.2	0.3	1.2	0.3
Australian Capital Territory	0.3	2.2	0.2	0.3	2.5	0.2	0.3	2.2	0.3
<b>Australia</b>	<b>0.3</b>	<b>2.8</b>	<b>0.3</b>	<b>0.3</b>	<b>5.8</b>	<b>0.4</b>	<b>0.3</b>	<b>2.6</b>	<b>0.3</b>
TOTAL									
New South Wales	1.1	7.4	1.1	0.8	5.5	0.8	0.9	7.0	1.0
Victoria	1.2	5.4	1.1	1.0	8.0	1.0	1.0	5.2	0.9
Queensland	1.3	7.3	1.4	1.1	9.8	1.1	1.0	6.9	1.1
South Australia	1.4	11.9	1.5	1.2	9.9	1.2	1.1	11.9	1.3
Western Australia	1.4	7.6	1.1	1.8	8.9	1.7	1.5	7.3	1.3
Tasmania	0.8	5.2	0.8	1.1	8.6	1.1	0.7	4.9	0.7
Northern Territory	1.5	9.5	1.3	1.0	5.8	1.0	1.1	9.1	1.1
Australian Capital Territory	1.7	7.8	1.5	0.9	6.1	0.9	1.4	6.9	1.3
<b>Australia</b>	<b>0.6</b>	<b>3.7</b>	<b>0.6</b>	<b>0.5</b>	<b>3.6</b>	<b>0.5</b>	<b>0.5</b>	<b>3.5</b>	<b>0.5</b>

TABLE B. APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY TOTAL EARNINGS:  
FULL-TIME JUNIOR EMPLOYEES, STATES AND AUSTRALIA,  
NOVEMBER 1990  
(per cent)

	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
PRIVATE SECTOR									
Males	2.6	2.7	3.2	3.3	9.8	3.3	5.3	10.1	1.7
Females	2.0	3.4	4.6	2.2	4.2	5.2	5.5	5.8	1.7
Persons	1.9	2.0	2.9	2.2	6.7	3.5	4.6	7.2	1.2
PUBLIC SECTOR									
Males	1.4	0.7	1.2	0.5	0.7	0.6	0.5	0.5	0.5
Females	1.1	0.5	1.3	0.8	1.5	0.5	0.0	0.2	0.5
Persons	0.7	0.5	1.1	0.6	1.0	0.4	0.3	0.3	0.3
TOTAL									
Males	2.3	2.4	2.8	2.8	8.0	2.8	4.7	4.8	1.4
Females	1.6	2.8	3.9	1.9	4.2	3.8	4.2	3.6	1.4
Persons	1.6	1.7	2.5	1.9	5.4	2.7	3.8	3.6	1.0

TABLE C. APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY TOTAL EARNINGS:  
PART-TIME ADULT EMPLOYEES, STATES AND AUSTRALIA,  
NOVEMBER 1990  
(per cent)

	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
PRIVATE SECTOR									
Males	5.8	7.7	5.7	15.5	9.7	10.0	7.8	8.3	4.1
Females	5.0	4.6	4.9	3.9	4.8	5.4	4.5	6.4	2.3
Persons	4.7	4.7	4.5	5.7	4.4	5.0	4.5	5.1	2.3
PUBLIC SECTOR									
Males	1.9	7.1	3.5	2.6	0.8	1.4	7.5	1.1	1.9
Females	1.3	2.5	1.0	2.0	0.9	0.8	2.5	0.6	0.9
Persons	1.2	2.9	1.2	1.9	0.8	0.7	3.5	0.6	0.9
TOTAL									
Males	4.4	6.6	4.7	10.8	6.8	7.0	6.8	6.5	3.1
Females	3.6	3.1	3.9	2.8	3.5	3.2	3.5	4.0	1.6
Persons	3.4	3.5	3.6	3.8	3.2	3.0	3.7	3.6	1.7

TABLE D. APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY TOTAL EARNINGS:  
ALL EMPLOYEES, STATES AND AUSTRALIA,  
NOVEMBER 1990  
(per cent)

	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
PRIVATE SECTOR									
Males	1.8	2.1	2.6	2.9	2.3	1.6	2.8	8.2	1.0
Females	2.0	2.7	2.8	3.3	4.1	2.4	2.4	4.6	1.2
Persons	1.7	2.2	2.3	3.3	3.1	1.6	2.7	6.9	1.0
PUBLIC SECTOR									
Males	0.5	1.0	0.8	0.2	0.6	0.8	0.5	0.3	0.3
Females	0.4	1.7	0.8	1.5	0.5	0.5	0.4	0.3	0.5
Persons	0.3	1.1	0.7	0.6	0.5	0.7	0.4	0.4	0.3
TOTAL									
Males	1.3	1.5	1.8	1.8	1.5	1.1	1.7	2.5	0.7
Females	1.4	1.8	2.0	2.1	2.5	1.4	1.2	2.3	0.8
Persons	1.2	1.5	1.5	2.0	1.9	1.0	1.4	2.3	0.7



TABLE E. APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS:  
FULL-TIME ADULT EMPLOYEES, INDUSTRIES, AUSTRALIA,  
NOVEMBER 1990  
(per cent)

Industry	Males			Females			Persons		
	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings
Mining	1.0	5.5	1.6	2.2	13.9	1.9	1.0	5.7	1.6
Manufacturing	0.6	3.8	0.7	0.9	5.8	0.9	0.6	3.8	0.7
Food, beverages and tobacco	1.0	5.2	1.2	1.0	8.1	1.3	0.9	5.3	1.2
Textiles; Clothing and footwear	1.9	29.2	4.1	1.1	24.8	1.5	1.5	28.5	3.0
Paper, paper products, printing and publishing	1.5	7.4	1.5	2.7	16.4	2.5	1.4	7.1	1.3
Chemical, petroleum, and coal products	2.0	11.2	2.6	2.1	14.8	2.2	2.1	11.1	2.6
Metal products, machinery and equipment	0.9	5.8	1.0	2.1	11.2	2.2	0.8	5.9	1.0
Basic metal products	0.4	2.1	0.4	3.1	3.1	3.0	0.5	2.2	0.6
Fabricated metal products; Other machinery and equipment	1.5	10.7	1.8	1.8	19.2	2.2	1.3	10.9	1.6
Transport equipment	1.4	7.2	1.8	5.7	9.6	5.6	1.8	6.6	2.1
Other manufacturing	1.8	12.3	2.6	1.7	22.4	1.7	1.7	12.5	2.4
Electricity, gas and water	0.2	0.8	0.1	0.2	0.6	0.2	0.1	0.7	0.1
Construction	2.4	16.2	2.9	3.4	19.9	3.4	2.4	16.7	3.0
Wholesale and retail trade	1.6	12.7	1.6	1.3	8.5	1.3	1.4	11.8	1.5
Wholesale trade	2.5	17.2	2.3	2.3	15.8	2.2	2.2	16.4	2.1
Retail trade	2.1	21.3	2.5	1.4	9.6	1.4	1.9	18.9	2.2
Transport and storage	1.2	6.5	1.2	3.7	19.6	4.6	1.3	6.5	1.4
Communication	0.3	4.4	0.1	1.1	9.0	1.5	0.2	5.4	0.3
Finance, property and business services	2.6	15.7	2.5	1.4	10.9	1.4	2.0	11.9	2.0
Public administration and defence	1.2	5.7	1.1	0.7	5.7	0.7	0.9	5.5	0.8
Community services	1.2	3.7	1.2	0.6	5.8	0.6	0.8	3.8	0.7
Recreation, personal and other services	4.4	14.2	4.4	2.4	15.5	2.4	3.3	12.7	3.3
Total all industries	0.6	3.7	0.6	0.5	3.6	0.5	0.5	3.5	0.5

TABLE F. APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY TOTAL EARNINGS:  
ALL EMPLOYEES, INDUSTRIES, AUSTRALIA,  
NOVEMBER 1990  
(per cent)

Industry	Full-time juniors			All employees		
	Males	Females	Persons	Males	Females	Persons
Mining	1.2	3.4	1.3	1.6	3.5	1.5
Manufacturing	1.8	2.2	1.6	0.8	1.1	0.8
Food, beverages and tobacco	4.5	4.9	4.2	1.3	2.4	1.3
Textiles; Clothing and footwear	3.6	3.2	2.4	4.6	2.0	3.2
Paper, paper products, printing and publishing	6.7	2.1	4.5	1.4	2.7	1.5
Chemical, petroleum, and coal products	5.0	5.6	4.6	2.6	3.0	2.6
Metal products, machinery and equipment	2.4	6.1	2.2	1.2	2.5	1.1
Basic metal products	1.1	4.0	1.2	0.4	2.6	0.6
Fabricated metal products; Other machinery and equipment	3.4	7.9	3.1	2.0	2.8	1.9
Transport equipment	3.7	0.8	3.2	1.9	5.7	2.2
Other manufacturing	4.3	4.5	4.0	2.9	1.8	2.8
Electricity, gas and water	0.3	0.3	0.3	0.1	0.1	0.1
Construction	6.9	9.3	6.4	2.9	4.6	3.1
Wholesale and retail trade	2.2	2.4	1.6	2.0	1.8	2.1
Wholesale trade	2.8	4.1	2.7	2.4	2.4	2.2
Retail trade	2.6	2.5	1.8	3.7	2.1	3.5
Transport and storage	1.4	1.7	1.7	1.4	4.7	1.5
Communication	9.1	4.8	5.5	0.2	0.8	0.1
Finance, property and business services	3.6	1.9	1.9	3.7	2.7	3.0
Public administration and defence	1.8	1.4	1.1	1.1	1.7	1.1
Community services	1.8	4.0	2.9	1.3	1.1	1.0
Recreation, personal and other services	5.3	6.7	5.9	4.6	4.2	4.0
Total all industries	1.4	1.4	1.0	0.7	0.8	0.7

## APPENDIX B:

## GENERAL INCREASES IN AWARD WAGES

The following table gives details of general increases in award wages as a result of recent wage hearings (e.g. indexation cases). More detailed information on wage determination in Australia is contained in *Year Book, Australia* (1301.0). Figures for earlier periods were published in *Labour Statistics, Australia, 1980* (6101.0), and in *Award Rates of Pay Indexes, Australia* (6312.0).

## GENERAL INCREASES IN AWARD WAGES - ADULTS, FEDERAL AND STATE AWARDS, ETC.

<i>Date operative(a)</i>	<i>Increase</i>	<i>Comments</i>
1985		
4 November	3.8 per cent	National Wage Case increase to all States(b). In Queensland the operative date was 11 November 1985.
1 July	2.3 per cent	National Wage Case increase to all States(c). In Queensland the operative date was 7 July 1986.
1987		
10 March	\$10.00	National Wage Case increase to all States. This is the first tier payment under the two tier wage fixing system. The decision provided for second tier increases, not exceeding 4 per cent of wages and salaries, subject to approval by the Conciliation and Arbitration Commission.
1988		
5 February	\$6.00	National Wage Case increase to all States.
September	3.0 per cent	National Wage Case increase to all States. This is the first part of the increase, which was not to be available before 1 September 1988.
1989		
March	\$10.00	National Wage Case increase to all States. This is the second part of the increase, from the August 1988 National Wage Case, which was not to be available before 1 March 1989.
August	Various	National Wage Case increase to all States. The National Wage Case decision of August 1989 allowed for an increase of \$15.00 (or 3%, whichever is greater) for skilled workers, \$12.50 for semi-skilled workers and \$10.00 for unskilled workers. A second increase of the same amount will be available no earlier than 6 months after the last increase.

(a) Rates are generally operative from the first pay-period on or after the date shown, except where otherwise indicated in the comments. (b) In Queensland some awards were varied by 3.6 per cent only, while in Victoria and Queensland some awards received no increase in total wages. (c) Some awards received no increase.



## APPENDIX C:

## GLOSSARY

*Adult employees* are those employees 21 years of age or over and those employees who, although under 21 years of age, are paid at the full adult rate for their occupation. *Junior employees* are those employees who are not adults as defined.

2. *Average weekly earnings* statistics represent average gross (before tax) earnings of employees and do not relate to average award rates nor to the earnings of the 'average person'. Estimates of average weekly earnings are derived by dividing estimates of weekly total earnings by estimates of employment. Changes in the averages may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the employed wage and salary earners segment of the labour force. There are several aspects which can contribute to compositional changes such as variations in the proportions of part-time, casual and junior employees, variations in the occupational distribution within and across industries and variations in the distribution of employment between industries. Such effects may apply differently in different States, and over time.

3. *Employees* refers to all wage and salary earners (as defined in paragraphs 5 and 6 of the Explanatory Notes) who received pay for any part of the reference period.

4. *Full-time employees* are permanent, temporary and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period; if agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week. *Part-time employees* are those who are not full-time employees as defined.

5. *Reference period* for the survey refers to the last pay

period ending on or before the third Friday of the middle month of the quarter. The reference dates for the survey results presented in this publication were 17 November 1989 and 16 November 1990.

6. *Sector*. Public sector includes local government authorities and all government departments, agencies and authorities created by, or reporting to the Commonwealth and State Parliaments. All remaining employees are classified as private sector.

7. *Weekly ordinary time earnings* refers to one week's earnings of employees for the reference period attributable to award, standard or agreed hours of work. It is calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included in ordinary time earnings are award payments, base rates of pay, overaward payments, penalty payments, shift and other allowances; commissions and retainers; bonuses and similar payments related to the reference period; payments under incentive or piecework; payments under profit-sharing schemes normally paid each pay period; payments for leave taken during the reference period; all workers' compensation payments made through the payroll; and salary payments made to directors. Excluded are overtime payments, retrospective pay, pay in advance, leave loadings, severance, termination and redundancy payments and other payments not related to the reference period.

8. *Weekly overtime earnings* refers to payment for hours in excess of award, standard or agreed hours of work.

9. *Weekly total earnings* of employees is equal to weekly ordinary time earnings plus weekly overtime earnings.





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